

Hot & Cold Work Environment Policy

This policy will be applied to all workplaces managed by Taylor. Its purpose is to maintain and enhance the quality of the work environment and conditions for the benefit of our employees and subcontractors.

Policy basis

This policy is based on the Occupational Health & Safety Act 2011, Safe Work Australia Code of Practice "Managing the work environment and facilities" and the duty of care to self and others.

We recognise

Our moral and legal responsibility to provide a safe and healthy work environment and conditions for employees and subcontractor, by taking into account hot and cold exposure factors which may affect work content and tasks.

We understand

Employees may be subject to hot and/or cold exposure arising from the work activities, work environment and time schedules. We understand that individuals may react differently to inclement conditions or may be affected in different ways.

We believe

Work activities should be designed and managed to reduce hot and/or cold exposure as far as reasonably practicable.

We will

Consult with employees, elected committee members and subcontractors to establish work arrangements, as reasonably practicable, when hot and/or cold exposure becomes relevant and we will:

- Set realistic work rates where the work or activities are exposed to uncontrolled climatic conditions.
- Where possible alter the work schedule, increase rest breaks.

- Provide facilities for access to temperate fluids at frequent intervals and provide UV resistant protection for personal application.
- Ensure appropriate personal protective clothing and equipment to suit is readily available by employers.
- Require our employees to be mindful of and to utilise the heat & UV exposure arrangements and provisions to ensure their personal wellbeing and the wellbeing of co-workers.
- Provide adequate ventilation and air movement in indoor environments that may become hot.
- Provide amenities fitted with air-conditioning.
- Continually improve our workplace layouts and work position for the tasks being performed.
- Regularly monitor activities and individual behaviours.
- When required, provide suitable specialist assistance.

This policy will be reviewed in December 2023.



George Bardas
Chief Executive Officer